

# Preparing and Retaining Nutrition Educators To Help Families Eat Better for Less in Wyoming

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UNIVERSITY  
OF WYOMING

Cooperative Extension Service  
Family and Consumer  
Sciences

*Cent\$ible Nutrition Program*  
Helping Families Eat Better for Less

# Challenges with current system

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- ☐ Too much information, not enough time
  - ☐ Confusing paperwork
  - ☐ Reports completed incorrectly
  - ☐ Frustrated employees
  - ☐ Low retention
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# Problems continued...

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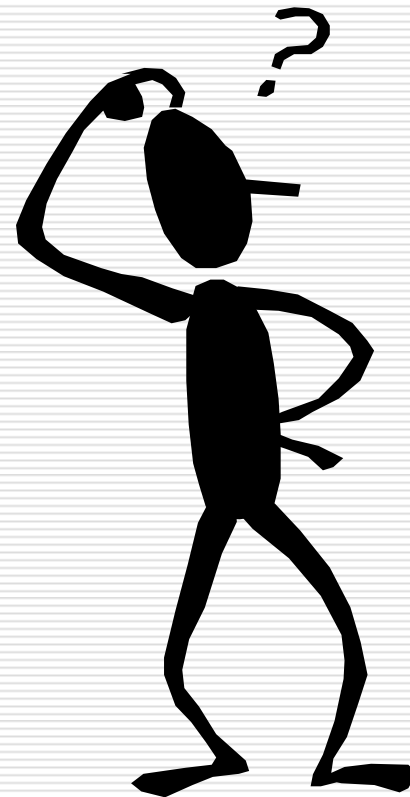
- ❑ Cost to program - hiring and training expensive
- ❑ Vacancies take time to fill



# With A Partner

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- ❑ "What does new employee training look like in your program?"
- ❑ "What problems have you encountered?"



# What We Did

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- ❑ Introduced a 4-part training, including a comprehensive Initial Training Manual.
- ❑ Initiated a mentoring program



# Part I - Home County Office

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- ❑ Basic office procedures, Cooperative Extension policies
- ❑ Review curriculum, videos, displays



# Part II – 5-Day Group Training at Central Location

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- ❑ Background, EFNEP and FSNE, mission
- ❑ Working with diverse audiences, seniors, limited resource families
- ❑ Sharpening Your Recruiting Skills
- ❑ How adults learn, facilitated learning
- ❑ Curriculum taught by experienced educators



# Part II continued...

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- ☐ Cooking labs
- ☐ Networking with agencies
- ☐ Enrolling clients
- ☐ Program procedures
- ☐ Using ERS
- ☐ Benefits training





# Part III - Home County

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- ☐ Shadow experienced educators
  - ☐ Learn curriculum
  - ☐ Visit agencies
  - ☐ Recruit and enroll clients
  - ☐ Prepare to teach a lesson at Part IV
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# Part IV - University Campus

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- ☐ Teach a lesson to their peers
  - ☐ Review youth curricula
  - ☐ Review reporting procedures
  - ☐ Review evaluation procedures
    - program
    - personnel
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# Advantages for New Educators

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- ☐ Observe experienced Nutrition Educators
  - ☐ Teach a lesson
  - ☐ Get a reference manual
  - ☐ Become familiar with the CNP cookbook
  - ☐ Become familiar with campus
  - ☐ Bond with other new NEs
  - ☐ Know what to do when they return to their jobs
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# Advantages for us

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- ❑ Much less frustration in new employees, reduced turnover from 4/year to 1.6/year
  - ❑ Refresher for experienced NEs
  - ❑ Confident all information is covered
  - ❑ Get better acquainted
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# Discuss with a Partner

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- ☐ What can you take home and incorporate?
- ☐ Do you have new ideas to share?





Thank you!

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